

The actions delineated below were taken in open session of the EPSB at the June 13, 2016, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

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| <p style="text-align: center;">Education Professional Standards Board (EPSB) Summary Minutes of the Meeting EPSB Offices, 100 Airport Road, 3rd Floor Frankfort, Kentucky</p> |
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Call to Order

Chair Anthony Strong called the meeting to order at 9:00 a.m. EDT.

Mission Statement

Vice Chair David Whaley read the mission statement to the Board.

Swearing-In of New EPSB Members

Board secretary Ashley Abshire swore in new EPSB members and they briefly introduced themselves.

Roll Call

The following Board members were present during the June 13, 2016, EPSB meeting: Rob Akers, Sarah Burnett, Rachel Colyer, Ashley Fishback, David Graham, Robin Hebert, Donna Hedgepath, Mary John O'Hair, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb, and David Whaley. Tolya Ellis, Casey Gesenhues, Robert King, and William Owens were absent.

Approval of June 13, 2016, EPSB Meeting Agenda

Motion made by Dr. Mary John O'Hair, seconded by Dr. David Whaley, to approve the June 13, 2016, EPSB meeting agenda.

Vote: *Unanimous*

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2016-014

Motion made by Ms. Cassandra Webb, seconded by Mr. Graham, to approve the following items on the consent agenda:

Approval of April 11, 2016, EPSB Meeting Minutes

Environmental Education P-12 Endorsement (Graduate Level), Midway University

Vote: *Unanimous*

Dr. Ben Boggs recognized Midway University representatives whose program was recently approved.

Report of the Executive Director

Executive Director Adams introduced Dr. Ben Boggs as the new director for the Division of Educator Preparation. Prior to joining the EPSB, Dr. Boggs served as a policy analyst with the Kentucky Legislative Research Commission. Prior to his legislative work, he served as the President's Chief of Staff at Berea College.

Executive Director Adams reported that the biennial budget has been approved. He discussed budget cuts for the current fiscal year and the next biennium and explained that almost half of the agency budget is allocated for KTIP. Mr. Adams reported the agency has been given the ability to use restricted funds in an effort to defer fewer teachers to KTIP as a result of the budget cuts. He explained that restricted funds are generated through certification fees and announced that at the August meeting he will request an increase in certification fees. Increasing certification fees will be the first increase since the fees were established in 1997.

By statute, the Board is required to have an annual training. Executive Director Adams announced that he wanted to hold this training on the Sunday before the August meeting.

Report from the Kentucky Department of Education

Dr. Robin Hebert reported that the Kentucky Board of Education swore in five new members at its meeting the week prior.

Report from the Council on Postsecondary Education

No additional information.

Strategic Plan Update

This update was submitted as a report and provided in the Board's folders.

Other Updates

Dr. Ben Boggs gave an update on St. Catharine's College. He said that the Board of Trustees announced it will close on July 30 due to financial challenges. The College has about 600 full-time students, 12 of whom are enrolled in the education program. To help the students graduate and transfer degrees as conveniently as possible, St. Catharine College entered into Teach-Out Agreements with the following (7) seven Kentucky postsecondary institutions: Bellarmine University, Midway University, Georgetown College, Kentucky State University, Spencerian College, Sullivan University, and Kentucky Wesleyan College. He noted that Campbellsville University had also offered assistance but not with a formal Teach-Out Agreement. Kentucky State University is offering a \$900 incentive tuition scholarship for one academic year to students. Dr. Boggs said that the EPSB staff will continue to monitor the situation.

Mr. Terry Hibpshman provided an overview of the Kentucky Educator Preparation Accountability System that has been worked on since 2012. Dr. David Whaley asked if there would be a major impact on teacher education programs as result of the analysis. Mr. Hibpshman stated that there has been a closer effort between the EPSB and providers as a

cooperative effort with better data to make decisions. Dr. Mary John O'Hair asked if data will highlight programs that are over produced as well as shortage areas. Mr. Hibpshman said the system would indicate such programs and target areas. Mr. Adams added that a supply and demand and pipeline study is currently being researched by the Kentucky Center for Education and Workforce Development Statistics and he anticipated to have the results within the next few months.

Report of the Chair

Nominating Committee for Chair and Vice Chair

Chair Anthony Strong appointed the following individuals to the Nominating Committee: Sandy Sinclair-Curry (Chair), Tolya Ellis, and David Graham.

Appointments to the Executive Director Evaluation Committee

Dr. David Whaley gave a report to the Board regarding the executive director's evaluation. He summarized the current process and suggested how the Board might move forward. He said the Board did not have a written policy on the evaluation of the executive director. He also stated that the current executive director contract requires a mid-year review to be completed in June and an annual review to be completed by January 1.

Dr. Whaley recommended that the Board move forward in conducting a mid-year evaluation for Mr. Adams. He outlined his suggested procedure as follows: 1) Mr. Adams shall create a self-assessment narrative; 2) EPSB staff shall distribute evaluation materials to the Board; 3) EPSB staff shall collect and compile the evaluation results and provide the results to the evaluation committee; 4) The evaluation committee shall submit a draft summary and share it with the Board and Mr. Adams. Dr. Whaley said this process will allow the executive director to respond to items in his mid-year evaluation in preparation for the summative evaluation due on January 1. By consensus the Board encouraged Dr. Whaley to move ahead with the procedures he outlined.

Chair Strong appointed the following individuals to the Evaluation of the Executive Director Committee. Donna Hedgepath, Sandy Sinclair-Curry, and David Whaley.

Appointment to EPSB Waiver Committee

Chair Strong appointed Ashley Fishback to the EPSB Waiver Committee.

Recognition of Former EPSB Members

Chair Strong recognized the following out-going Board members for their valued service on the Board: Ellen Blevins, Esther Fatsy, Leslie Fields, Allen Kennedy, Ann Morgan, Sarah Thompson, and Kimberly Young. Ms. Fields and Ms. Morgan were present and received a plaque.

Information/Discussion Items

Awarded Contracts

Executive Director Adams reported on four (4) personal service contracts -three (3) CEO scorers and one (1) investigator- that were renewed for the biennium.

16 KAR 7:010. Kentucky Teacher Internship Program, Amendment, Notice of Intent

Dr. Sharon Brennan, chair of the Kentucky Advisory Council on Internships (KACI), reported on KACI's work since Fall 2013 of aligning KTIP with the Kentucky Department of Education's Professional Growth and Evaluation System. She shared how KACI involved all stakeholders in the work and continued to receive feedback. In the coming year KACI will continue to collect data and make changes, although these changes are expected to be minor. This regulation amendment will address the redesigned KTIP and will be brought back at the August EPSB meeting for final action.

16 KAR 6:010. Examination Prerequisites for Teacher Certification, Amendment, Notice of Intent

Professional Learning and Assessment Division Director Donna Brockman reported to the Board that the proposed changes for this regulation amendment reflect changes that have been made to various tests by the Education Testing Service, as well as a new proposed test score (155) associated with the PRAXIS ® English To Speakers of Other Languages (5362) test. Dr. David Whaley had some questions pertaining to the pass rates of other tests within the regulation which Ms. Brockman and Ms. Lisa Lang addressed. This item will be brought back at the August EPSB meeting for final action.

Policy and Procedures relating to Board Action Against a Certificate Holder's Certificate

General Counsel Lisa Lang explained that currently the EPSB does not have written policy as it relates to proceedings related to certification. She further explained that the EPSB does not have a comprehensive set of procedures that fully set forth the process by which the EPSB takes action against a certificate holder's certificate. She presented proposed policy and procedures as a result. This item will be brought back at the August EPSB meeting for final action.

16 KAR 1:030. Procedures for Certificate Revocation, Suspension, Reinstatement and Reissuance, and Application Denial, Amendment, Notice of Intent

General Counsel Lang reported on proposed changes to 16 KAR 1:030. There was no Board discussion. This item will be brought back at the August EPSB meeting for final action.

16 KAR 2:010. Kentucky Teaching Certificates, Amendment, Notice of Intent

Division of Certification Director John Fields explained to the Board that after 16 KAR 2:010 was amended in 2014 to require the EPSB to obtain a national and state criminal background check before issuing an initial Kentucky teacher certification, the EPSB's ability to process applications for these teacher certifications was hampered significantly because of the extended period of time it was taking to process criminal background checks. At the August 10, 2015,

Board meeting the EPSB waived 16 KAR 2:010(2)(4) and directed staff to remove the language that requires a background check for certification due to the local districts' requirements of KRS 160.380(5)(a) and (b) that include language for districts to notify the EPSB of any criminal history they find during their review of criminal background records checks. This item will be brought back at the August EPSB meeting for final action.

Executive Director Evaluation Policy Amendment

The Board had no further questions from what was discussed earlier in the meeting. This item will be brought back at the August EPSB meeting for final action.

Notice of Intent to Adopt Open Records Policy

Executive Staff Advisor Marcie Lowe explained the updated open records policy for the agency. The Board had no further questions.

Action Items

Recommendations from Combating Inappropriate Student-Teacher Relationships Task Force

2016-015

Motion made by Dr. Whaley, seconded by Dr. O'Hair, to approve the recommendations from the Combating Inappropriate Student-Teacher Relationships Task Force.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Dr. Laurence Hayes on behalf of Mr. Christian Gibson

2016-016

Motion made by Dr. O'Hair, seconded by Mr. Graham, to approve the waiver request for Dr. Laurence Hayes on behalf of Mr. Christian Gibson.

Vote: *Unanimous*

Request to Waive All Kentucky Teaching to Allow the EPSB to Process Certifications for Kentucky Teaching Certificates Pursuant to 16 KAR 2:010 Without a National and State Criminal Background Check

2016-017

Motion made by Dr. Whaley, seconded by Dr. Donna Hedgepath, to approve the waiver request to waive all Kentucky teaching certificates to allow the EPSB to process certifications for Kentucky Teaching Certificates pursuant to 16 KAR 2:010 without a national and state criminal background check.

Vote: *Unanimous*

Board Comments

Dr. Whaley asked to clarify the Board meeting date for August. A Doodle survey will be sent to the Board to determine if the August 8 date needs to be changed due to potential opening day

conflicts for Board members. Mr. Adams said that the Board will approve any new dates moving forward in August.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
June 13, 2016**

Motion made by Dr. O'Hair, seconded by Ms. Sandy Sinclair-Curry, to go into closed session for the purpose of discussing pending litigation and disciplinary matters in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Dr. Whaley, seconded by Ms. Sinclair-Curry, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Rob Akers, Sarah Burnett, Rachel Colyer, Ashley Fishback, David Graham, Donna Hedgepath, Mary John O'Hair, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb, and David Whaley.

Attorneys present were Erik Carlsen-Landy, Shuo Han, Lisa Lang, Eric Ray, Cassie Trueblood and Chelsea Young.

Initial Case Review

| <u>Case Number</u> | <u>Decision</u> |
|---------------------------|------------------------|
| 1603167 | Admonish |
| 1603173 | Admonish |
| 1603229 | Dismissed |
| 1504179 | Defer for Training |
| 1603195 | Defer for Training |
| 160291 | Hear |
| 1603169 | Dismissed |
| 1604255 | Dismissed |
| 160257 | Admonish |
| 160253 | Defer |
| 1602155 | Hear |
| 1512855 | Hear |
| 1511821 | Hear |
| 1511823 | Hear |
| 1602101 | Hear |
| 1604247 | Defer |
| 1604249 | Defer |
| 1602109 | Hear |
| 160267 | Hear |

| | | |
|---------|--------------------|------------------------|
| 1512865 | Admonish | |
| 1511827 | Hear | |
| 1511765 | Hear | |
| 1604269 | Hear | |
| 1603237 | Defer for Training | (Ms. Webb recused) |
| 1603239 | Admonish | |
| 1603171 | Dismissed | |
| 1602103 | Admonish | |
| 1603191 | Hear | |
| 1602163 | Hear | |
| 1512837 | Admonish | |
| 1602149 | Admonish | |
| 1604265 | Dismissed | |
| 1603197 | Dismissed | |
| 1603225 | Admonish | |
| 1604267 | Admonish | |
| 160259 | Admonish | |
| 1603179 | Admonish | |
| 1604271 | Dismissed | |
| 1512833 | Dismissed | |
| 1603193 | Hear | |
| 1602105 | Admonish | |
| 1511771 | Hear | |
| 160269 | Admonish | |
| 1511743 | Admonish | |
| 1603227 | Hear | |
| 160263 | Defer for Training | |
| 1603189 | Defer for Training | |
| 160255 | Defer for Training | |
| 160261 | Defer for Training | |
| 1511781 | Defer for Training | |
| 1602153 | Hear | |
| 1603203 | Defer for Training | |
| 160279 | Defer for Training | (Ms. Fishback recused) |
| 1603177 | Hear | |
| 160293 | Defer for Training | |
| 1603201 | Hear | |
| 1603199 | Dismissed | |
| 1603231 | Dismissed | |
| 1603233 | Dismissed | |
| 1603235 | Dismissed | |
| 1603185 | Defer for Training | |
| 1603183 | Defer for Training | |
| 160275 | Defer for Training | |
| 1403185 | Dismissed | |
| 1407393 | Dismissed | |

| | |
|---------|-----------|
| 160287 | Dismissed |
| 160271 | Dismissed |
| 160273 | Dismissed |
| 1512857 | Dismissed |
| 1207431 | Dismissed |
| 1511789 | Dismissed |
| 1511809 | Dismissed |
| 160277 | Dismissed |
| 1010622 | Dismissed |

Character/Fitness Review

| <u>Case Number</u> | <u>Decision</u> |
|---------------------------|------------------------|
| 16280 | Approve |
| 16256 | Approve |
| 16351 | Approve |
| 16253 | Approve |
| 16297 | Approve |
| 16313 | Approve |
| 16345 | Approve |
| 16325 | Approve |
| 16365 | Approve |
| 16434 | Approve |
| 16432 | Approve |
| 16444 | Approve |
| 16453 | Approve |
| 16507 | Approve |
| 16513 | Approve |
| 16143 | Approve |
| 16260 | Approve |
| 16287 | Approve |
| 16366 | Approve |
| 16438 | Approve |
| 16410 | Approve |
| 16508 | Deny |
| 16462 | Approve |
| 16497 | Approve |
| 16502 | Approve |
| 16528 | Approve |
| 16531 | Approve |
| 16529 | Approve |
| 16279 | Deny |
| 16258 | Approve |
| 16134 | Approve |
| 16282 | Approve |
| 16239 | Approve |

(Ms. Burnett and Mr. Graham dissented)

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|-------|---------|
| 16202 | Approve |
| 16232 | Approve |
| 16270 | Approve |
| 16295 | Approve |
| 16333 | Deny |
| 16378 | Approve |
| 16293 | Approve |
| 1685 | Deny |

Agreed Orders

Case Number

Decision

1507519 Melissa Tabor

Accept Agreed Order admonishing Tabor for exercising poor professional judgment and for impeding the proper implementation of KRS 160.345. The Board reminds Tabor that as a principal, she must hold SBDM meetings within the bylaws. The Board will not tolerate any further incidents of misconduct by Tabor.

Tabor is aware that should she violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508619 Matthew Spottswood

Accept Agreed Order admonishing Spottswood for failing to accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities. Administrators must maintain appropriate working relationships with other members of the profession at all times. The Board will not tolerate any further instances of misconduct.

1. By August 31, 2016, Spottswood shall provide written proof to the Board that he has completed twelve (12) hours of professional development/training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense involved in meeting this condition shall be paid by Spottswood. If Spottswood fails to satisfy this condition, Certificate Number 201169055 shall be automatically suspended until Spottswood completes the required training and provides the appropriate written proof to the Board.

2. By August 31, 2016, Spottswood shall provide written proof to the Board that he has completed twelve (12) hours of professional development/training on Sexual Harassment, as approved by the Board. Any expense involved in meeting this condition shall be paid by Spottswood. If Spottswood fails to satisfy this condition, Certificate Number 201169055 shall be automatically suspended until Spottswood completes the required training and provides the appropriate written proof to the Board.

Spottswood is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508607 Richard Murray

Accept Agreed Order suspending Certificate Number 200001190 for a period of five (5) days beginning on May 27, 2015. Murray shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Murray shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. The suspension may be noted on Murray's certificate.

Upon acceptance of this Agreed Order by the Board, Certificate Number 200001190, and any and all future endorsements or new areas of certification, shall be on probation for a period of one (1) year and six (6) months and subject to the following probationary conditions:

1. Murray must provide written proof that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Murray; and
2. Murray must provide written proof that he has completed twelve (12) hours of professional development/training in the areas of classroom management and proper discipline techniques. Any

expense incurred for said training shall be paid by Murray; and

3. Murray shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Murray agrees that should he fail to satisfy the terms of the probation, Certificate Number 200001190 shall be automatically suspended until Murray completes the requirements and provides the appropriate written proof to the Board.

Murray is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508577 Austin Collins

Accept Agreed Order admonishing Collins for exercising poor professional judgment. As an educator in the Commonwealth of Kentucky, Collins has a duty to take reasonable measures to protect the health, safety and emotional well-being of all his students. The Board reminds Collins that safe crisis management should only be used if the student is a danger to himself or others, and when used, only proper techniques should be utilized to avoid injury to a student. The Board will not tolerate any further incidents of misconduct from Collins.

Upon acceptance of this Agreed Order by the Board, Certificate Number 201162626 shall be on one (1) year probation and subject to the following probationary conditions:

1. By December 1, 2016, Collins shall provide written proof to the Board that he has completed the Kentucky Department of Education's training entitled Promoting Positive Behavior in Schools I, II & III. Collins shall pay any expense incurred. If Collins fails to satisfy this condition, Certificate Number 201162626 shall be automatically

suspended until Collins provides the appropriate written proof that the condition is satisfied.

2. Collins shall not receive any disciplinary action involving inappropriate physical force or improper safe crisis management holds with any student from school district in which he is employed. Should Collins fail to satisfy this condition, Certificate Number 201162626 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Collins is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1506317 Doni Beaupre

Accept Agreed Order suspending Certificate number 200004008, including any and all endorsements, for a period of six (6) days beginning June 5, 2015. Upon acceptance of this agreement by the Board, Beaupre shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon acceptance of this agreement by the Board, Beaupre’s teaching certificate, number 200004008 and any future endorsements or new areas of certification, shall be

on probation for a period of two (2) years and subject to the following probationary conditions:

1. Beaupre shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, by June 1, 2016. Beaupre shall also submit written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the probationary period. If Beaupre is not able to complete all treatment recommendations by the end of the probationary period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such time as the counselor releases her from treatment. Each progress report shall certify that Beaupre is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Beaupre.
2. Beaupre shall submit written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by June 1, 2016. Any expense for said training shall be paid by Beaupre.
3. Beaupre shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Beaupre is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Beaupre's certificate being automatically suspended pending Board review and disposition.
4. Beaupre shall submit a copy of her current criminal record, as prepared by the Kentucky State Police. Any expense to satisfy this condition shall be paid

by Beaupre. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Beaupre or on his behalf.

Should Beaupre fail to satisfy any of the above conditions, certificate number 200004008 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120

Vote: *Unanimous (Dr. Strong recused)*

1006390 Jason Willis

Accept Agreed Order stating that Willis shall submit written proof to the Board that he has completed six (6) hours of diversity training, as approved by the Board, by September 1, 2016. Any expense for this training shall be paid by Willis.

If Willis fails to satisfy this condition, certificate number 200206678 shall be automatically suspended until Willis completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1508583 Norman Ricketts

Accept Agreed Order admonishing Ricketts for exercising poor professional judgment. The Board reminds Ricketts that he should only physically intervene on behalf of another employee when it is absolutely necessary to protect someone or when assistance is requested. Ricketts must always remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. Furthermore, Ricketts must first employ positive intervention strategies, before contemplating any physical interaction with a student. The Board will not tolerate any further incidents of misconduct by Ricketts.

Ricketts is currently retired with no immediate plans to return to teaching. However, prior to serving in any capacity that requires Kentucky certification, Ricketts shall first comply with the following conditions:

1. Ricketts shall provide written proof to the Board that he has completed the Kentucky Department of Education's training entitled Promoting Positive Behavior in Schools I, II & III. Ricketts shall pay

any expense incurred. If Ricketts fails to satisfy this condition prior to returning to a certified position, Certificate Number 199701396 shall be administratively suspended until such condition is satisfied.

2. Ricketts shall provide written proof to the Board that he has completed training on appropriate non-physical de-escalation strategies, as approved by the Board. Ricketts shall pay any expense incurred. If Ricketts fails to satisfy this condition prior to returning to a certified position, Certificate Number 199701396 shall be administratively suspended until such condition is satisfied.

Ricketts is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1509679 Jennifer Durham

Accept Agreed Order administratively suspending Certificate Number 200003079. Reinstatement of Certificate Number 200003079 shall be conditioned upon the following:

1. Durham shall provide written proof to the Board from a Kentucky licensed physician, as approved by the Board, the she has complied with a comprehensive evaluation, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Durham shall pay any expense incurred.
2. Durham shall provide written proof to the Board that she has completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Durham shall pay any expense incurred.
3. Durham shall provide written proof to the Board that she has completed professional development or

training on classroom management, as approved by the Board. Durham shall pay any expense incurred.

Upon providing proof that she has satisfied the above conditions, Certificate Number 200003079 shall be reinstated. However, any and all certificates issued to Durham shall be subject to the following probationary conditions:

1. If the evaluating physician recommends ongoing treatment, Respondent shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, that she is compliant with all treatment recommendations, until the evaluating physician releases her from treatment. Durham shall pay any expense incurred.
2. At the Board's request, Durham shall sign a release of information with any treatment providers, allowing the Board to review her evaluation and treatment records. Durham shall pay any expense incurred.
3. Durham shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by a tribunal or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

If Durham fails to satisfy any of the probationary conditions, Certificate Number 200003079 shall be automatically suspended for a period of thirty (30) days, and subject to additional sanctions by the Board pursuant to KRS 161.120. Durham is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

0612294 Carol Smith

Accept Agreed Order admonishing Smith for failing to maintain a positive learning environment in her classroom. All students, no matter the circumstance, must be treated with dignity and respect. Humiliation and disparagement are not appropriate classroom management techniques. The Board will not tolerate any further incidents of misconduct by Smith.

Smith is currently retired, with no immediate plans to return to the education profession. However, prior to returning to any position of employment that requires teaching certification; Smith shall first submit written proof that she has completed the following conditions:

1. Six (6) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Smith shall pay any expense incurred.
2. Six (6) hours of professional development or training on classroom management techniques, as approved by the Board. Smith shall pay any expense incurred.
3. Three (3) hours of professional development or training on diversity in the classroom, as approved by the Board. Smith shall pay any expense incurred.

If Smith uses her teaching certificate without first satisfying the above three (3) conditions, then Certificate/EPsB Identification Number 11523 shall be administratively suspended until all conditions are met.

Furthermore, Certificate/EPsB Identification Number 11523 shall be subject to the following probationary condition for the life of the certificate.

1. Smith shall not be disciplined by any school district for any conduct, which violates the Professional Code of Ethics for Kentucky Certified School Personnel. "Disciplinary action" is defined as any

termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by a tribunal or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition. If Smith violates this condition, then Certificate/EPsB Identification Number 11523 shall be automatically suspended for a period of two (2) years, and subject to additional sanctions by the Board pursuant to KRS 161.120.

Smith is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

070461 Susan Hanks

Accept Agreed Order admonishing Hanks for exercising poor professional judgment and for failing to properly manage a student's behavior. The Board recognizes that students are going to misbehave and disrupt the classroom setting, but an educator must remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. The Board reminds Hanks that she has a duty to protect the health and safety of students and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct from Hanks.

Additionally, Certificate Number 200204862 shall be subject to the following probationary conditions:

1. On or before August 1, 2016 Hanks shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training in the area of classroom management, as approved by the Board. Any expense required for said training shall be paid by Hanks. Should Hanks fail to satisfy this condition by August 1, 2016, Certificate Number 200204862 shall be administratively suspended until such condition is satisfied.

2. Hanks has provided proof that she completed the Kentucky Department of Education's restraint and seclusions trainings entitled Promoting Positive Behavior in Schools I, II & III.

Hanks is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1511753 Timothy Adams

Accept Agreed Order suspending Adams' Professional Certificate For Instructional Leadership Supervisor of Instruction, Level 2 and Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 from September 15, 2015 through September 15, 2017, a period of two (2) years. Adams shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Prior to reinstatement, Adams shall first comply with the following conditions:

1. Adams shall provide written proof to the Board that he has completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Adams shall pay any expense incurred.
2. Adams shall provide written proof to the Board that he has completed professional development or training in the area of successful leadership, as approved by the Board. Adams shall pay any expense incurred.

If Adams fails to satisfy these conditions prior to the conclusion of the suspension period, Professional Certificate For Instructional Leadership Supervisor of Instruction, Level 2 and Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 shall not be reinstated until such conditions are satisfied. Adams is aware that should he violate KRS 161.120 in the

future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

160297 Robert Howard

Accept Agreed Order admonishing Howard for exercising poor professional judgment in his discourse with students. The Board reminds Howard of his ethical duty to provide students with professional education services in consonance with accepted best practice known to him, and of his duty to exemplify behaviors, which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct from Howard.

1. By December 1, 2016, Howard shall provide written proof to the Board that he has completed three (3) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on appropriate boundaries, as approved by the Board. Howard shall pay any expense incurred.
2. By December 1, 2016, Howard shall provide written proof to the Board that he has completed three (3) hours of professional development or training in the areas of sexual harassment awareness and sensitivity, as approved by the Board. Howard shall pay any expense incurred.

If Howard fails to satisfy the above two (2) conditions by December 1, 2016, Certificate Number 199901555 shall be administratively suspended until both conditions are satisfied. Howard is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1511749 Brittany Wieber

Accept Agreed permanently revoking Certificate Number 20117860. Wieber shall neither apply for nor be issued any teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Wieber shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1106447 Gerrye Randall

Accept Agreed Order admonishing Randall for neglect of duty. Teachers have a duty to make a reasonable effort to communicate to parents information which should be revealed in the interest of the student. Further, the Professional Code of Ethics for Kentucky Certified School Personnel forbids the knowing distortion and/or misrepresentation of facts concerning educational issues. Failing to properly account for student progress and achievement through the use of meaningful and accurate assessment of student work is unethical and will not be tolerated. In the future, the Board expects Randall to uphold the Professional Code of Ethics for Kentucky Certified School Personnel.

Randall is currently retired. Prior to or within one (1) year of accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Randall shall provide written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board, in classroom management. Any expense incurred for said training shall be paid by Respondent. If Randall fails to comply with the requirements of this paragraph, Certificate Number 000023503, and any future endorsements or new areas of certification, shall be automatically suspended until Randall submits the required written proof to the Board.

Vote: *Unanimous*

1308606 Sabrina Thompson

Accept Agreed Order stating that Thompson is currently retired. Should Thompson choose to come out of retirement, Thompson agrees to never apply for or accept employment as a certified administrator at any public school district in Commonwealth of Kentucky. If Thompson fails to satisfy this condition, any and all certificates issued to Thompson will automatically be suspended for a period of one (1) year from the date the Board obtains proof that Thompson has taken a position as an administrator.

Additionally, Thompson is admonished for failing to maintain the dignity and the integrity of the profession. As an administrator, Thompson is expected to be a role model

for students and an example of good citizenship. This type of behavior embarrasses the profession and erodes the community's trust in educators. No further acts of misconduct by Thompson will be tolerated by the Board.

Furthermore, prior to accepting a position that requires Kentucky Teaching Certification, Thompson shall provide the Board with written proof that she has successfully completed the following:

1. Three (3) hours of professional development/training regarding the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said trainings shall be paid by Thompson. If Thompson fails to satisfy this condition prior to employment in a Kentucky classroom position, any and all certificates issued to Thompson will automatically be suspended until the conditions are completed and the appropriate written proof is provided to the Board; and
2. Three (3) hours of fiscal management training. Any expense incurred for said trainings shall be paid by Thompson. If Thompson fails to satisfy this condition prior to employment in a Kentucky classroom position, any and all certificates issued to Thompson will automatically be suspended until the conditions are completed and the appropriate written proof is provided to the Board

Thompson is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1408564 John Kidd

Accept Agreed Order admonishing Kidd for exercising poor professional judgment and for impeding the proper implementation of KRS 160.345. The Board reminds Kidd that as an administrator, it is his responsibility to ensure that the proper procedures are being followed in his school at all times. The Board will not tolerate any further incidents of misconduct by Kidd.

Certificate Number 199801049, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years from the date the Board accepts this Agreed Order:

1. By December 1, 2016, Kidd shall provide written proof to the Board that he has completed six (6) hours of training from a KDE approved provider on the subject of School-Based Decision Making ("SBDM"). If Kidd fails to satisfy this condition by December 1, 2016, Certificate Number 199801049 shall be administratively suspended until such condition is satisfied.
2. By December 1, 2016, Kidd shall submit written proof to the Board that he has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense for said training shall be paid by Kidd.
3. For the entirety of the probationary period, Kidd shall not receive any disciplinary action for violation of school law from any school district in which he is employed. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

Should Kidd fail to satisfy any of the above conditions, certificate number 199801049 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1511763 John Nason

Accept Agreed Order stating that Nason is retiring at the conclusion of the 2015-2016 school year, and has no immediate plans to return to teaching. However, prior to serving in any capacity that requires Kentucky certification, Nason shall provide written proof to the Board that he has completed six (6) hours of professional development or training on classroom management, as approved by the Board. Nason shall pay any expense incurred. If Nason

fails to satisfy this condition prior to returning to a certified position, Certificate Number 15724 shall be administratively suspended until such condition is satisfied. Nason is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1505257 Lynn Hutchinson

Accept Agreed Order admonishing Hutchinson for violation of state school law, specifically KRS 161.020, and the Professional Code of Ethics for Kentucky Certified School Personnel. The Board reminds Hutchinson of her duty to accept positions and responsibilities only on the basis of professional preparation and legal qualifications. The Board will not tolerate any further incidents of misconduct by Hutchinson.

1. By December 1, 2016, Hutchinson shall provide written proof to the Board that she has completed one (1) hour of training from an EPSB approved trainer on the subject of "Employee Certification" as mandated by OEA. If Hutchinson fails to satisfy this condition by December 1, 2016, Certificate Number 000045404 shall be administratively suspended until such condition is satisfied.
2. By December 1, 2016, Hutchinson shall provide written proof to the Board that she has completed six (6) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Hutchinson shall pay any expense incurred. If Hutchinson fails to satisfy this condition by December 1, 2016, Certificate Number 000045404 shall be administratively suspended until such condition is satisfied.

Hutchinson is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1505259 Branton Creech

Accept Agreed Order admonishing Creech for violation of state school law, specifically KRS 161.020, and the

Professional Code of Ethics for Kentucky Certified School Personnel. The Board reminds Creech of his duty to accept positions and responsibilities only on the basis of professional preparation and legal qualifications. The Board will not tolerate any further incidents of misconduct by Creech.

1. By December 1, 2016, Creech shall provide written proof to the Board that he has completed one (1) hour of training from an EPSB approved trainer on the subject of "Employee Certification" as mandated by OEA. If Creech fails to satisfy this condition by December 1, 2016, Certificate Number 000025037 shall be administratively suspended until such condition is satisfied.
2. By December 1, 2016, Creech shall provide written proof to the Board that he has completed six (6) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Creech shall pay any expense incurred. If Creech fails to satisfy this condition by December 1, 2016, Certificate Number 000025037 shall be administratively suspended until such condition is satisfied.

Creech is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

160299 Christopher Lowe

Accept Agreed Order suspending Certificate Number 201132419 from November 2, 2015 through May 2, 2017. Lowe shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Prior to reinstatement of Certificate Number 201132419, Lowe shall comply with the following conditions:

1. Lowe shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of

Ethics for Kentucky Certified School Personnel, with an emphasis on appropriate educator/student boundaries, as approved by the Board. Lowe shall pay any expense incurred. If Lowe fails to satisfy this condition, Certificate Number 201132419 shall not be reinstated until such condition is satisfied.

2. Lowe shall provide at least two (2) letters of recommendation stating that he is morally and ethically fit to hold a teaching certificate. The letters of recommendation shall be written by educators who hold valid Kentucky teaching certificates that are in good standing at the time. If Lowe fails to satisfy this condition, Certificate Number 201132419 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201132419 shall be subject to the following probationary condition for a period of five (5) years:

1. Lowe shall not receive any disciplinary action for inappropriate interactions with students or inappropriate educator/student boundaries from any school district in which he is employed. If Lowe fails to satisfy this condition, any and all certificates issued to him shall be automatically permanently revoked.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Lowe is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF 16240 John Carter

Accept Agreed Order issuing Carter a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Carter shall submit written proof to the Board that he has successfully completed all terms and conditions set forth in Commonwealth v. Carter, John P. Case No. 13-F-00151 Bourbon District Court. Carter shall pay any expense incurred.
2. Carter shall submit written proof to the Board that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Carter shall pay any expense incurred.

Any and all certificates issued to Carter shall be subject to the following conditions:

1. Carter shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Carter is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Carter's certificate being automatically suspended pending Board review and disposition.
2. Carter shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Carter shall pay any expense incurred. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Carter or on his behalf.

Vote: *Unanimous*

Accept Agreed Order admonishing Shown for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Shown.

Upon acceptance of this agreement by the Board, Certificate Number 201103595 shall be subject to the following probationary conditions:

1. By September 1, 2016, Shown shall provide written proof to the Board that she has complied with a comprehensive alcohol abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. Shown shall also submit quarterly written progress reports from the chemical dependency counselor until such time as she is released from treatment. Shown shall pay any expense incurred. If Shown fails to satisfy this condition, Certificate Number 201103595 shall be administratively suspended until such condition is satisfied.
2. With any application for renewal of her certificate(s) and/or any additional certificate(s), Shown shall provide a current copy of her criminal background check, as prepared by the Administrative Office of the Courts. Shown shall not receive any criminal citations, arrests, charges or convictions involving alcohol. Shown shall pay any expense incurred. If Shown fails to satisfy this condition, renewal of his certificate or issuance of any additional certificate shall be denied.
3. Shown shall not receive any disciplinary action involving alcohol from any school district in which she is employed. If Shown fails to satisfy this condition, Certificate Number 201103595 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Shown is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1507487 Paul Newton

Accept Agreed Order admonishing Newton for failure to use appropriate discourse with students. The Board reminds Newton that, as an educator, it is his duty to take reasonable measures to protect the health, safety, and emotional well-being of students. Newton must treat students with dignity and respect and consistently maintain a positive learning environment for all. Newton must be aware of the language and discourse used in the classroom and must refrain from subjecting students to embarrassment or disparagement. The Board will not tolerate any further incidents of misconduct from Newton.

Newton shall submit written proof to the Board that he has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by August 1, 2016. Any expense required for said training shall be paid by Newton.

If Newton fails to satisfy this condition, Certificate Number 200206239, including any and all endorsements, shall be automatically suspended until Newton completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

0805866 Tony Hawkins

Accept Agreed Order stating that Hawkins voluntarily, knowingly, and intelligently, surrenders his Certificate Number 200003339, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this Agreed Order by the Board, Hawkins shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1407397 Angela Williams

Accept Agreed Order suspending Certificate Number 200407544 for a period of one (1) year beginning June 15, 2015. Upon acceptance of this agreement by the Board, Williams shall immediately surrender the original and all copies of her certificate to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational requirements, reinstatement of Williams' certificate at the conclusion of the one (1) year suspension period is expressly conditioned upon Williams providing written evidence that she has complied with the following:

1. Williams shall provide written proof to the Board that she has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill her duties as an educator. Williams shall provide proof that she is compliant with all treatment recommendations. Any expense for the assessment, treatment and/or written reports shall be paid by Williams.
2. Williams shall provide written proof to the Board that she has completed a Psychosexual Assessment by a provider approved by the Sexual Offender Risk Assessment Advisory Board as defined in KRS 17.550(3), and that she does not pose a risk to students and/or minors. Williams shall provide proof that she has complied with any treatment recommendations proposed by the provider and shall continue to provide treatment records to the Board until she has been released from treatment by

the provider. Any expense for the assessment, treatment and/or written reports shall be paid by Williams.

3. Williams shall provide written proof to the Board that she has successfully completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Williams.
4. Williams shall provide the Board with at least two (2) letters of recommendation stating that Williams is morally and ethically fit to hold a teaching certificate. Such letters of recommendation must be written by educators who hold valid Kentucky teaching certificates that are currently in good standing.

Upon reinstatement, Certificate Number 000042538 shall be on probation for a period of eight (8) years and subject to the following probationary conditions:

1. If William's mental health counselor makes any treatment recommendations, Williams shall comply with the treatment recommendations. Williams shall submit written progress reports from her counselor to the Board by January 1st and July 1st of each year of the probationary period, unless the counselor releases her from treatment prior to the conclusion of the probationary period. The reports shall certify that Williams is fit to fulfill her duties as an educator and is complying with all treatment recommendations. Any expense for the treatment and/or written reports shall be paid by Williams. If Williams fails to satisfy this condition, Certificate Number 200407544 shall be automatically suspended until Williams provides the appropriate written proof to the Board.
2. Williams shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s).

Any expense required to satisfy this condition shall be paid by Williams. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Williams or on her behalf.

3. During the probationary period, Williams shall receive no disciplinary action involving teacher/student boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Williams fails to satisfy this condition, Certificate Number 200407544 shall be automatically suspended pending Board review and disposition.

Williams is aware that should she violate KRS 161.120, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

160289 Bobby Varney

Accept Agreed suspending Certificate number 000064073 from May 31, 2016 through August 7, 2016. Varney shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Varney shall immediately surrender the original and all copies of his certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agreed Order, Varney's teaching certificate, number 000064073, and any future endorsements or new areas of certification, shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. On or before October 1, 2016, Varney shall undergo an anger management assessment by a licensed clinical provider, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process and has successfully completed all treatment recommendations. Any expense for the assessment, treatment, and/or written reports shall be paid by

Varney. If Varney fails to comply with the requirements of this paragraph, Certificate Number 000064073, and any future endorsements or new areas of certification, shall be automatically suspended until Varney completes the required written documentation to the Board.

2. Varney shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by December 1, 2016. Any expense for said training shall be paid by Varney. If Varney fails to comply with the requirements of this paragraph, Certificate Number 000064073, and any future endorsements or new areas of certification, shall be automatically suspended until Varney completes the required written documentation to the Board.
3. For the entirety of the probationary period, Varney shall receive no disciplinary action involving conduct unbecoming by any school district in which he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If Varney fails to comply with the requirements of this paragraph, Certificate Number 000064073, and any future endorsements or new areas of certification, shall be automatically suspended for a period of sixty (60) days.

Vote: *Unanimous*

1508621 Charles Harper

Accept Agreed Order Upon suspending Certificate Number 200010472 from June 24 - June 26 and June 29 - June 30, 2015, a period of five (5) days. Harper shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agreed Order, Harper's teaching certificate, number 200010472, and any future endorsements or new areas of certification, shall be on

probation for a period of two (2) years and subject to the following probationary conditions:

1. On or before October 1, 2016, Harper shall undergo an anger management assessment by a licensed clinical provider, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process and has successfully completed all treatment recommendations. Any expense for the assessment, treatment, and/or written reports shall be paid by Harper. If Harper fails to comply with the requirements of this paragraph, Certificate Number 200010472, and any future endorsements or new areas of certification, shall be automatically suspended until Harper completes the required written documentation to the Board.
2. Harper shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by December 1, 2016. Any expense for said training shall be paid by Harper. If Harper fails to comply with the requirements of this paragraph, Certificate Number 200010472, and any future endorsements or new areas of certification, shall be automatically suspended until Harper completes the required written documentation to the Board; and
3. For the entirety of the probationary period, Harper shall receive no disciplinary action. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Harper fails to comply with the requirements of this paragraph, Certificate Number 200010472, and any future endorsements or new areas of certification, shall be automatically suspended for a period of sixty (60) days.

Vote: *Unanimous*

Motion made by Dr. David Whaley, seconded by Ms. Sandy Sinclair-Curry to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 2:05 p.m.

Next Meeting: **August 15, 2016**
 9:00 AM
 EPSB Board Room
 Frankfort, Kentucky